

Section 1: Introduction

**Purpose:** The annual HR Management Report measures and monitors the state's workforce management practices. A key component of this process is the Agency HR Management Report process. This survey replaces the Agency HRM Report (MS Word or PDF version) used in prior years.

**How will this information be used?**

Agency responses will be used by OFM State Human Resources, HR governance and community groups, and statewide and agency leaders to identify and anticipate HR management issues, assess progress toward key statewide initiatives, enable data-driven HR management strategies, and improve processes and recognize HR management successes.

**Who should complete the survey?**

This survey should be completed by an agency HR manager or designee. Additional staff may be included in preparing responses, and review with leadership is encouraged. Please submit only one response per agency.

**What information should you consider?** We strongly recommend that you use the Statewide HR Management Report (xls format) for your analysis. Other data sources to consider include, but are not limited to, your agency's Employee Engagement Survey results and Exit Survey results.

**How long will it take to complete the survey?**

The survey includes up to 72 questions and should take approximately 1-2 hours to complete (e.g., data entry) with advanced preparation. To prepare, you will need to spend additional time researching strategies, analyzing data, and drafting your responses. The exact amount of time needed for this preparation will vary based on a number of factors, such as the size and complexity of your agency and your familiarity with the data and your agency's strategies. We encourage you to begin work on your agency reporting as soon as possible to allow sufficient time for research, analysis, drafting, and internal discussions/reviews. Please submit a complete response for your agency, including responses to all required questions marked with an asterisk (\*).

To prepare responses in advance, we recommend using the editable PDF version of the survey that was sent via email with the survey link. **Due to limitations with the SurveyMonkey tool, you will not be able to start a survey, leave it, and then re-enter to complete your response. Therefore, you should plan to submit your agency's SurveyMonkey response in one sitting after preparing responses in advance using the PDF version.** You will be able to copy and paste from your final PDF version into the text and comment boxes in SurveyMonkey.

**Who should you contact with questions or for assistance?**

- For general questions about reporting, contact Melissa Wideman at (360) 407-4130 or [melissa.wideman@ofm.wa.gov](mailto:melissa.wideman@ofm.wa.gov).
- For questions about the survey or for technical assistance, contact Joseph Ringold at (360) 407-4144 or [joseph.ringold@ofm.wa.gov](mailto:joseph.ringold@ofm.wa.gov).

**Click "Next" to begin**

## Agency HR Management Report Survey

### Section 2: Agency Information

\* 1. Select your agency from the drop-down list.

\* 2. Agency contact for the HR Management Report

**Name**

**Title/Role**

**Email Address**

**Phone Number**

## Agency HR Management Report Survey

### Section 3: Workforce Strategies

**This section asks about the key workforce-related strategies within your agency. It provides an opportunity to share successes, anticipated challenges or areas of risk, and workforce strategies and goals. To complete this section, it is highly recommended that you use the FY 2016 Statewide HR Management Report (xls format) as a tool for analysis.**

**Tip: Since employee performance management, employee engagement/employer of choice, modern work environment, affirmative action, veterans and persons with disabilities strategies are covered in later sections of this survey, it is not necessary to highlight those strategies in this section.**

### Section 3: Workforce Strategies

#### Workforce Strategies: Reflecting on FY16

What were the key workforce strategies your agency used in FY16?

**Example:**

- *Problem/opportunities addressed: Ability to attract qualified IT workers*
- *Strategies used: Created a pilot internship program to include IT internships to develop the talent pool and promote a positive perception of state employment.*
- *Successes/what worked: As a result of the pilot, our agency was able to fill 5 of 23 vacant IT positions with people who had successfully completed the internship program.*
- *Challenges/lessons learned: While the internship program has helped with the recruitment of ITS2s and ITS3s, it remains a challenge to find qualified talent for senior level/expert positions.*

**\* 3. Problems/opportunities addressed**

**\* 4. Strategies used**

**Results:**

**\* 5. Successes/what worked**

\* 6. Challenges/lessons learned

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### Section 3: Workforce Strategies

#### Workforce Strategies: Planning for FY17

\* 7. What are the key workforce challenges and/or areas of risk for your agency in FY17?

*Examples:*

- *Ability to attract and retain critical talent in auditor positions.*
- *Identification and development of potential future leaders.*

\* 8. What strategies do you intend to use to address these challenges and/or risks in FY17?

*Example:*

- *Develop and implement leadership succession program.*

Section 4: Employee Performance Management

**This section measures the level of commitment each agency and the enterprise has in building a culture that links individual performance to organization goals and performance measures.**



### Section 4: Employee Performance Management

#### Employee Performance Management: Completion Numbers

Total number of employees measured should include employees that are required to have current position/competency description, performance expectations and performance evaluations, including permanent WMS and WGS employees.

\* 9. Employees with current position/competency descriptions

Number completed

Total employees  
measured

\* 10. Employees with current performance expectations/individual development plans

Number completed

Total employees  
measured

\* 11. Employees with current performance evaluations

Number completed

Total employees  
measured

### Section 4: Employee Performance Management

#### Employee Performance Management - Forms

This page asks about the forms and systems your agency uses to set performance expectations and evaluate performance. The standard statewide forms, pre-approved alternates, and information about the alternative PDP approval process are available [here](#).

\* 12. Which forms does your agency use for employee performance expectations and evaluations?

- ☐ Standard approved statewide PDP forms
- ☐ Standard approved statewide alternate PDP forms
- ☐ An OFM-approved alternate PDP form (electronic system or paper)
- ☐ Other (please describe)

### Section 4: Employee Performance Management

13. What format do you use for your approved alternate PDP form?

- ☐ Paper forms
- ☐ Electronic system
- ☐ Other (please describe)

### Section 4: Employee Performance Management

#### Employee Performance Management: Strategies

This page asks about strategies for managing employee performance, including use of interim reviews.

\* 14. Does your agency require the use of interim reviews?

☐ Yes

☐ No

☐ Other (please describe)

### Section 4: Employee Performance Management

15. What is the recommended frequency of your agency's interim reviews?

- ☐ Once a year (in addition to annual review)
- ☐ Quarterly
- ☐ Monthly
- ☐ Once every two weeks
- ☐ Other (please specify)

### Section 4: Employee Performance Management

16. If your agency has any successful employee performance management strategies to share, please describe them below. (Optional)

Section 5: Employee Engagement Survey/Employer of Choice

**This section measures the level of agency commitment to improving employee engagement and as an employer of choice.**

### Section 5: Employee Engagement Survey/Employer of Choice

#### Employee Engagement Survey/Employer of Choice: Reflecting on Last Year's Survey (Fall 2015)

Reflect on an improvement strategy your agency tried in response to the Fall 2015 survey and share the results.

Tell us about one improvement strategy your agency tried leading up to the Fall 2015 survey, what happened, and what you learned.

*Example:*

- *Problem/opportunity addressed: Our agency focused on improving the percent of positive responses to the question 'I receive clear information about changes being made within the agency.'*
- *Strategy used: We started weekly director's messages and quarterly employee forums to relay important information to employees, that were also broadcast to field staff.*
- *How you measured success: We measured success based on follow up surveys to forum participants. We also measured success by looking at the change in the percent positive score to this question from the prior year's results.*
- *Successes/what worked: These surveys indicated that employees felt informed about agency changes. In addition, we improved our percent positive score to this question by 3% from 2014 to 2015.*
- *Challenges/lessons learned: Some remote staff reported technical difficulties receiving the broadcasts.*
- *Other information/comments (optional): None*

\* 17. Problem/opportunity addressed

\* 18. Strategy used



\* 19. How you measured success

\* 20. Successes/what worked

\* 21. Challenges/lessons learned

22. Other information/comments (optional)

Section 5: Employee Engagement Survey/Employer of Choice

**Employee Engagement Survey/Employer of Choice: Planning for the Next Survey (Fall 2016)**

The next set of questions asks about the focus areas and improvement strategies currently underway in your agency in advance of the Fall 2016 survey.

\* 23. Which survey question score(s) is your agency focused on improving leading up to the Fall 2016 survey? (Check all that apply)

- ☐ I have the opportunity to give input on decisions affecting my work.
- ☐ I receive the information I need to do my job effectively.
- ☐ I know how my work contributes to the goals of my agency.
- ☐ I know what is expected of me at work.
- ☐ I have opportunities at work to learn and grow.
- ☐ I have the tools and resources I need to do my job effectively.
- ☐ My supervisor treats me with dignity and respect.
- ☐ My supervisor gives me ongoing feedback that helps me improve my performance.
- ☐ I receive recognition for a job well done.
- ☐ We are making improvements to make things better for our customers.
- ☐ A spirit of cooperation and teamwork exists in my workgroup.
- ☐ I know how my agency measures its success.
- ☐ My agency consistently demonstrates support for a diverse workforce.
- ☐ I receive clear information about changes being made within the agency.
- ☐ I am encouraged to come up with better ways of doing things.
- ☐ We use customer feedback to improve our work processes.
- ☐ In general, I'm satisfied with my job.
- ☐ N/A – We are not focusing on improving survey scores
- ☐ Other (such as agency-added questions)

## Agency HR Management Report Survey

### Section 5: Employee Engagement Survey/Employer of Choice

\* 24. Which of the following strategies is your agency participating in to improve employee engagement leading up to the Fall 2016 survey? These strategies may be new to your agency, or a continuation/adjustment of prior strategies.

- ☐ Implementing statewide leadership competencies within your agency
- ☐ Participating in development of redesigned supervisor 101 training ("Leading Others")
- ☐ Encouraging use of the HR Employee Engagement Toolkit by HR practitioners
- ☐ Improving survey outreach/response rates for October 2016 survey
- ☐ Sending employees to Lean problem-solving training
- ☐ Sending leaders to Lean leader coaching training
- ☐ Participating in the development of a statewide employee value proposition
- ☐ Participating as a member of the Employer of Choice Committee (an HR governance group)
- ☐ Using Lean principles and tools to improve employee engagement (examples: A3 thinking, root cause analysis, PDCA cycles, mini-experiments, etc.)
- ☐ N/A – We are not participating in any of these strategies

What other strategies is your agency using to improve employee engagement leading up to the Fall 2016 survey? Provide one example that covers the areas listed below.

\* 25. Problem/opportunity being addressed

\* 26. Strategies used

\* 27. How you will measure success

\* 28. Anticipated results (what improvement do you expect to see, by when, etc.)

\* 29. Who is your agency partnering with to make improvements leading up to the Fall 2016 survey? (Check all that apply)

- ☐ Agency executives
- ☐ Agency managers and supervisors
- ☐ Agency employees
- ☐ Agency Lean advisor and/or practitioners
- ☐ Agency Human Resources managers and staff
- ☐ Union representatives
- ☐ Employer of Choice Committee
- ☐ OFM State HR
- ☐ Results WA
- ☐ Department of Enterprise Services
- ☐ External consultants/vendors
- ☐ N/A – We are not partnering with others on this work
- ☐ Other (please describe)

### Section 6: Modern Work Environment

**Executive Order 16-07, Building a Modern Work Environment, was issued by Gov. Inslee on June 3, 2016. It superseded the prior Executive Order 14-02, Expanding Telework and Flexible Work Hours Programs.**

### Section 6: Modern Work Environment

#### Modern Work Environment: Agency Contacts

\* 30. Agency contact implementing this Executive Order

Name

Title/Role

Email Address

Phone Number

### Section 6: Modern Work Environment

#### Modern Work Environment: Reflecting on FY16

- \* 31. Please describe any strategies your agency worked on in FY16 to improve telework and flexible work participation, enable mobile work, and/or improve work-space utilization. Include successes and lessons learned, if applicable.

*Example:*

- *Our agency has allowed employees, as appropriate, to work flex time schedules and many work compressed schedules. These options are more limited within customer facing positions like sales, human resources, and customer service offers.*

- \* 32. What are the top barriers to achieving the goals of this executive order? Please describe.

*Example:*

- *Our agency does not have fully trained backups for all positions, and one of the agency's criteria for allowing for a telework or flex schedule is the availability of such a backup.*



### Section 6: Modern Work Environment

#### Modern Work Environment: Planning for FY17

33. Please describe any strategies your agency intends to work on in FY17 to implement this executive order, if known at this time.

*Example:*

- *In 2017, our agency will expand technical support for their telecommuting employees.*

Section 7: Affirmative Action Employment Plan

**This section assesses compliance with the requirements of Executive Order 12-02, Workforce Diversity and Inclusion.**

### Section 7: Affirmative Action Employment Plan

#### Affirmative Action Employment Plan: Agency Contacts and Policies

\* 34. Agency contact for Affirmative Action Employment Plan

Name

Title/Role

Email Address

Phone Number

\* 35. Has your agency submitted a copy of its Affirmative Action policy to OFM State HR? Policies should be sent to [SHRPlanning@ofm.wa.gov](mailto:SHRPlanning@ofm.wa.gov) by October 12, 2016.

☐ Yes

☐ No

### Section 7: Affirmative Action Employment Plan

#### Affirmative Action Employment Plan: Reflecting on FY16

\* 36. On which job groups did your agency focus its recruitment and retention efforts in FY16?

Job groups are used for Affirmative Action reporting as well as the Workforce Gaps Dashboards. To see a cross-walk of the job classes by job group, click [here](#). (Check all that apply)

- ☐ Office and Clerical
- ☐ Officials and Administrators
- ☐ Paraprofessionals
- ☐ Professional - Administrative
- ☐ Professional - Auditor
- ☐ Professional - Budget and Accounting
- ☐ Professional - Claims Adjudicator
- ☐ Professional - Communications and Marketing
- ☐ Professional - Engineering
- ☐ Professional - Human Resources
- ☐ Professional - Insurance Business Services
- ☐ Professional - Investigator
- ☐ Professional - IT
- ☐ Professional - Legal
- ☐ Professional - Licensing and Regulation
- ☐ Professional - Medical
- ☐ Professional - Natural Resources
- ☐ Professional - Public Health
- ☐ Professional - Safety
- ☐ Professional - Science
- ☐ Professional - Social Services
- ☐ Professional - Tax Professional

- ☐ Protective Service Workers
- ☐ Service-Maintenance
- ☐ Skilled Craft Workers
- ☐ Technicians
- ☐ N/A – We did not focus on recruitment or retention of employees in specific job groups

Other (please describe)

\* 37. On which protected categories of employees did your agency focus its recruitment and retention efforts in FY16? (Check up to three choices.)

- ☐ Women
- ☐ American Indian or Alaskan Native
- ☐ Asian/Pacific Islander
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ N/A – We did not focus on recruitment or retention of employees in protected categories

Other (please describe)

\* 38. Which of the following strategies did your agency participate in during FY16?

- ☐ Sent postings to targeted external professional /community organization(s)
- ☐ Sponsored /participated in events sponsored by targeted external professional /community organization(s)
- ☐ Sponsored internal employee resource group that assists with recruitment/retention
- ☐ N/A – We did not participate in any Affirmative Action strategies

Other (please describe)

39. Please provide any additional descriptive information about your past strategies for FY16. (Optional)

*Example:*

- *Our additional FY16 strategy was for agency recruiting staff to meet with current African-American financial professionals in the agency to discuss and identify recruiting sources and strategies by January 1, 2016.*

What were the results of the strategies used in FY16?

*Example:*

- *Successes/what worked: As a result of the meetings between recruiters and staff, several improvements to the recruiting process were implemented, including two additional professional associations/ networks (National Black MBA Association and the National Association of Black Accountants) to use as applicant pools. Agency recruiting staff distributed all available financial professional jobs to these organizations, resulting in a 20 percent increase in the percent of African-American applicants and a 15 percent increase in the percent of African-American hires for these positions from FY15 to FY16.*
- *Challenges/lessons learned: Due to other workload priorities, it was difficult to schedule meetings with staff. As a result, it took longer than expected to identify and implement improvements, which were completed by March 2016.*

40. Successes/what worked

41. Challenges/lessons learned

42. Who did your agency partner with on this work?

- ☐ Other employers (e.g., another agency with a similar workforce)
- ☐ Other government agency (e.g., Hispanic affairs commission)
- ☐ Other community based organizations (e.g., Black Chamber of Commerce)
- ☐ Targeted professional organizations (e.g., Society of Women in Engineering)
- ☐ Other organization(s)
- ☐ N/A – We did not partner with anyone on this work

43. Please list the names of the organizations with which you partnered.

Section 7: Affirmative Action Employment Plan

**Affirmative Action Employment Plan: Planning for FY17**



\* 44. On which job groups does your agency plan to focus its recruitment and retention efforts in FY17?

Job groups are used for Affirmative Action reporting as well as the Workforce Gaps Dashboards. To see a cross-walk of the job classes by job group, click [here](#). (Check all that apply)

- ☐ Office and Clerical
- ☐ Officials and Administrators
- ☐ Paraprofessionals
- ☐ Professional - Administrative
- ☐ Professional - Auditor
- ☐ Professional - Budget and Accounting
- ☐ Professional - Claims Adjudicator
- ☐ Professional - Communications and Marketing
- ☐ Professional - Engineering
- ☐ Professional - Human Resources
- ☐ Professional - Insurance Business Services
- ☐ Professional - Investigator
- ☐ Professional - IT
- ☐ Professional - Legal
- ☐ Professional - Licensing and Regulation
- ☐ Professional - Medical
- ☐ Professional - Natural Resources
- ☐ Professional - Public Health
- ☐ Professional - Safety
- ☐ Professional - Science
- ☐ Professional - Social Services
- ☐ Professional - Tax Professional
- ☐ Protective Service Workers
- ☐ Service-Maintenance
- ☐ Skilled Craft Workers
- ☐ Technicians
- ☐ N/A – We did not focus on recruitment or retention of employees in specific job groups

\* 45. On which protected categories of employees does your agency intend to focus its recruitment and retention efforts in FY17?

- ☐ Women
- ☐ American Indian or Alaskan Native
- ☐ Asian/Pacific Islander
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ N/A – We do not plan to focus on recruitment or retention of employees in protected categories

Other (please specify)

\* 46. Which of the following strategies is your agency participating in during FY17?

- ☐ Sending postings to targeted external professional / community organization(s)
- ☐ Sponsoring / participating in events sponsored by targeted external professional / community organization(s)
- ☐ Sponsoring internal employee resource group that assists with recruitment/retention
- ☐ N/A – We do not plan to participate in any Affirmative Action strategies

Other (please describe)

47. Please provide any additional descriptive information about your planned strategies for FY17. (Optional)

48. Who is your agency partnering with to complete this work in FY17?

- ☐ Other employers (e.g., another agency with a similar workforce)
- ☐ Other government agency (e.g., Hispanic affairs commission)
- ☐ Other community based organizations (e.g., Black Chamber of Commerce)
- ☐ Targeted professional organizations (e.g., Society of Women in Engineering)
- ☐ Other organization(s)
- ☐ N/A – We do not plan to partner with anyone on this work

49. Please list the names of the organizations with which you plan to partner.

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Section 8: Veterans Employment Plan

**Section Description:** This section assesses compliance with the requirements of Executive Order 13-01, Veterans Transition Support.

Section 8: Veterans Employment Plan

**Veterans Employment Plan: Agency Contacts**

\* 50. Agency contact for Veterans Employment Plan

**Name**

**Title/Role**

**Email Address**

**Phone Number**

### Section 8: Veterans Employment Plan

#### Veterans Employment Plan: Reflecting on FY16

\* 51. Which of the following strategies did your agency participate in during FY16? (Check all that apply)

- ☐ Northwest Edge
- ☐ Washington State Veterans Fellowship Program
- ☐ Statewide Veterans Employee Resource Group
- ☐ Agency-Specific Veterans Employee Resource Group
- ☐ WaTech IT Internship Program
- ☐ Employment Security Job Posting
- ☐ Camo to Commerce
- ☐ N/A – We did not participate in any Veterans strategies

Other (please describe)

What were the results of the strategies used in FY16?

*Example:*

- *Successes/what worked: In FY16, we participated in the Washington State Veterans Fellowship Program. As a result, we were able to hire two veterans from the program.*
- *Challenges/lessons learned: We had one fellow drop out of the program a couple weeks in as a result of being recruited by another employer.*

52. Successes/what worked

53. Challenges/lessons learned

54. Please provide any additional descriptive information about your past strategies for FY16. (Optional)

55. Who did your agency partner with on this work? (Check all that apply)

- ☐ Other employers (e.g., another agency with a similar workforce)
- ☐ Other government agency (e.g., Employment Security Department/WorkSource)
- ☐ Other community based organizations (e.g., Rally Point 6)
- ☐ Targeted professional organizations (e.g., Telecommunications Industry Association – US TechVets)
- ☐ Other organization(s)
- ☐ N/A – We did not partner with anyone on this work

56. Please list the names of the organizations with which you partnered.

### Section 8: Veterans Employment Plan

#### Veterans Employment Plan: Planning for FY17

\* 57. Which of the following strategies is your agency participating in during FY17? (Check all that apply)

- ☐ Northwest Edge
- ☐ Washington State Veterans Fellowship Program
- ☐ Statewide Veterans Employee Resource Group
- ☐ Agency-Specific Veterans Employee Resource Group
- ☐ WaTech IT Internship Program
- ☐ Employment Security Job Posting
- ☐ Camo to Commerce
- ☐ N/A – We do not plan to participate in any Veterans strategies

Other (please specify)

58. Please provide any additional descriptive information about your planned strategies for FY17. (Optional)

59. Who is your agency partnering with to complete this work in FY17?

- ☐ Other employers (e.g., another agency with a similar workforce)
- ☐ Other government agency (e.g., Employment Security Department/WorkSource)
- ☐ Other community based organizations (e.g., Rally Point 6)
- ☐ Targeted professional organizations (e.g., Telecommunications Industry Association – US TechVets)
- ☐ Other organization(s)
- ☐ N/A – We do not plan to partner with anyone on this work



60. Please list the names of the organizations with which you plan to partner.

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Section 9: Disability Employment Plan

**This section assesses compliance with the requirements of Executive Order 13-02, Improving Employment Opportunities for People with Disabilities in State Employment.**

Section 9: Disability Employment Plan

Disability Employment Plan: Agency Contacts

61. Agency contact for Disability Employment Plan

Name

Title/Role

Email Address

Phone Number

## Agency HR Management Report Survey

### Section 9: Disability Employment Plan

#### Disability Employment Plan: Reflecting on FY16

\* 62. Which of the following strategies did your agency participate in during FY16? (Check all that apply)

- ☐ Disability Data Cleanup / Employee Resurvey
- ☐ Supported Employment in State Government Program
- ☐ DVR Talent Acquisition Portal
- ☐ Employment Security Job Posting
- ☐ Disability Equity Index (DEI) Self-Audit
- ☐ N/A – We did not participate in any strategies for employment of persons with disabilities

Other (please describe)

What were the results of the strategies your agency used in FY16?

*Example:*

- *Successes/what worked: In FY16, we focused on improving the low application rate for persons with disabilities by posting all agency vacancies in the Talent Acquisition Portal (TAP) populated with vocational Rehabilitation clients of DVR and DSB. This process also included a quarterly review of applicant pools to assess whether this increased the percentage of applicants with disabilities, as well as working with a DVR Supported Employment Specialist to fill open positions. These changes contributed to a 7 percent increase in new hires with disabilities from FY15 to FY16.*
- *Challenges/lessons learned: We continue to face challenges with applicant self-disclosure and suspect the percent of applicants with disabilities is higher than the percent reported.*

63. Successes/what worked

64. Challenges/lessons learned

65. Please provide any additional descriptive information about your past strategies for FY16. (Optional)

66. Who did your agency partner with on this work? (Check all that apply.)

- ☐ Other employers (e.g., another agency with a similar workforce)
- ☐ Other government agency (e.g., Employment Security Department/WorkSource)
- ☐ Other community based organizations (e.g., Rally Point 6)
- ☐ Targeted professional organizations (e.g., Telecommunications Industry Association – US TechVets)
- ☐ Other organization(s)
- ☐ N/A – We did not partner with anyone on this work

67. Please list the names of the organizations with which you partnered.

## Agency HR Management Report Survey

### Section 9: Disability Employment Plan

#### Disability Employment Plan: Planning for FY17

\* 68. Which of the following strategies is your agency participating in during FY17? (Check all that apply)

- ☐ Disability Data Cleanup / Employee Resurvey
- ☐ Supported Employment in State Government Program
- ☐ Employment Security Job Posting
- ☐ Disability Equity Index (DEI) Self-Audit
- ☐ N/A – We do not plan to participate in any strategies for employing people with disabilities

Other (please describe)

69. Please provide any additional descriptive information about your planned strategies for FY17. (Optional)

70. Who is your agency partnering with to complete this work in FY17? (Check all that apply)

- ☐ Other employers (e.g., another agency with a similar workforce)
- ☐ Other government agency (e.g., Employment Security Department/WorkSource)
- ☐ Other community based organizations (e.g., Rally Point 6)
- ☐ Targeted professional organizations (e.g., Telecommunications Industry Association – US TechVets)
- ☐ Other organization(s)
- ☐ N/A – We do not plan to partner with anyone on this work

71. Please list the names of the organizations with which you plan to partner.

## Agency HR Management Report Survey

### Section 10: HRM Report Feedback

72. Please provide any feedback on the agency reporting process for this year's HR Management Report.  
(Optional)

## Agency HR Management Report Survey

### Thank You!

You've reached the end of the HRMR Agency Reporting Survey. Thanks for taking the time to respond! For more information, see our [HRM Report site](#).